

3-2013

DOCTalk March/April 2013 Employee Newsletter

Maine Department of Corrections

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DOCTalk

MARCH ~ APRIL 2013

EMPLOYEE NEWSLETTER



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DOCTalk

is the employee newsletter for the Maine Department of Corrections (MDOC).

DOCTalk is published 6 times a year: January/February, March/April, May/June, July/August, September/October, and November/December.

Submission Deadlines

May/June 2013 Issue:

Tuesday, July 9, 2013

July/August 2013 Issue:

Tuesday, September 10, 2013

September/October 2013 Issue:

Tuesday, November 5, 2013

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at 287-2212; Fax 287-4370 or Cheryl.Miller@maine.gov

Contributors

Our sincere thanks and appreciation to everyone who submitted articles and photos to DOCTalk. Their time and effort contribute significantly in producing a quality publication.

Susan Dumond

Bolduc Correctional Facility

Dyana White

Charleston Correctional Facility

Debbie Day

Downeast Correctional Facility

Anne Allen and Deb Barrows

Long Creek Youth Development Center

Brad Fogg

Maine Correctional Center

Martha Boynton

Maine State Prison

Priscilla McLellan

Mountain View Youth Development Center

Amanda Woolford

Woman's Re-Entry Center

Carol Carlow

Region 1-Adult Community Corrections

Donna Davis

Region 2-Adult Community Corrections

Pat Delahanty and Mary Jones

Region 3 - Adult Community Correction

John Coyne

Region 1-Juvenile Community Corrections

Sue Carr

Region 2-Juvenile Community Corrections

John Bennoch

Region 3-Juvenile Community Corrections

Steve Hasson

OIT

Robert Walden

Prison Industries

Cheryl Miller

Editor, Central Office

Joel Gilbert

Associate Editor, Central Office

Dean Darien

MCC Printing and Distribution

From the Commissioner



Commissioner Joseph Ponte

I would like to add my personal recognition to the Governor's proclamation honoring correctional employees during the week of May 5-11, 2013. Despite challenging fiscal times and demanding job responsibilities, Departmental staff continues to perform at the highest level. Your commitment, skill, integrity, and compassion brings honor to our Department. Thank you.

Several months ago, I receive a request from Mary Louise McEwen, Superintendent of the Riverview Psychiatric Center, for staff assistance supervising an acutely mentally ill and violent offender, at their facility. An agreement between the American Federation of State,

County and Municipal Employees (AFSCME) and the Department, made it possible for several DOC officers to volunteer for this challenging assignment. Initially the intent was to be a short term commitment, but it ended up lasting several months. Officers would be on watch for 12 hours a day and at times, even 24 hours a day. These Officers portrayed the professional image we all would like to see when we think of our correctional staff. Superintendent McEwen states, "Daily processes were made safer because of the officers' input, and the officers were responsible for additional environmental controls being put into place." (See letter on next page.)

I would like to thank Jim Mackie, AFSCME Staff Representative, for making this partnership possible and personally recognize the outstanding job the following officers made in assisting another state agency:

- Michael Peters (9 years of service)
- John Lappin (11 years of service)
- Michael Frisone (10 years of service)
- Timothy Malcolm (5 years of service)
- Matthew LeClair (5 years of service)
- David Miller (9 years of service)

These officers are an example of the type of dedicated and skilled employees we have and our commitment to serve, even beyond our own correctional facilities.

Summer will soon be upon us, I hope you have a great one!

ON THE FRONT COVER Our thanks to Associate Commissioner Cynthia Brann for sharing her bear photos taken in Rockwood, Maine near Moosehead Lake. Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photos to Cheryl.Miller@maine.gov)

Officers Michael Peters, John Lappin, Michael Frisone, Timothy Malcolm, Matthew LeClair, and David Miller each received the following letter from Riverside Psychiatric Center Superintendent McEwen thanking them for their service.



Department of Health and Human Services
Riverview Psychiatric Center
250 Arsenal Street
11 State House Station
Augusta, Maine 04333-0011
Tel. (207) 624-4674
Fax (207) 287-6123; TTY (800) 606-0215

April 26, 2013

Dear Officer Lappin,

On behalf of all who work at Riverview Psychiatric Center, but particularly those staff members employed on the Lower Saco Special Care Forensic Unit, you have our warmest appreciation and thanks for your excellent work at our facility.

From day one, you adeptly integrated correctional skills and techniques with the therapeutic objectives of a psychiatric setting. Your demonstrated ability to assess and engage in positive verbal interventions was remarkable, and the relationships cultivated between officers and Riverview staff was one deep mutual respect and reliance. One employee commented, "Just their presence made me feel safer."

In addition to providing protection, staff admired the fact that, "[Officers] were 100% part of the client's team. They participated in every treatment team meeting and were instrumental in making significant changes to enhance safety on the unit." "Daily processes were made safer because of officers' input, and officers were responsible for additional environmental controls being put into place."

We thank you. We commend you. You have our gratitude and respect.

Sincerely,

Mary Louise McEwen, BSN, MBA
Superintendent

cc: Joseph Ponte, Commissioner
Sergeant Ryan Fries
Gary Laplante, Director of Security

Department Communications

Welcome Scott K Fish

Scott K Fish is the Maine Department of Corrections new Director of Special Projects. In brief, Scott's role includes communications, public relations, and new media.

Scott's media background includes ten years working for the Maine Senate and House. During the 125th Legislature he served as Communications Director for Senate President Kevin Raye.

Scott has over 30-years private sector experience in all areas of media.

One of Scott's roles as Director of Special Projects is to highlight positives happening within the MDOC. "I invite all MDOC employees and administrators to contact me with their ideas. My email address is Scott.Fish@maine.gov. My phone number is 287-4386," said Scott."



(Above) WGME's Jon Chrisos interviews the Commissioner on reducing Department overtime and improving MDOC's performance. Watch the interview: (http://wgme.com/news/top-stories/stories/wgme_vid_16779.shtml)

(Below) Cameraman "Jim" from WGME filming the Commissioner interview with Jon Chrisos.



Quick Thinking Minimizes Fire Damage at SMRC

By Amanda Woolford, Director of Women Services

The Southern Maine Re-entry Center (SMRC) had a small fire in the building on the 27th of March. We had to evacuate the building and relocate to the York County Jail. Staff did an incredible job, not only getting everyone out safely but also securing the building so the fire did not spread. There was minimal water and smoke damage due to their efforts. I would personally like to thank CTI Mark Thompson and former CO Shane Enger for their efforts on that day. Without their quick thinking the damage could have been much worse. Also we would like to thank York County for their hospitality as our building is still undergoing repairs. We hope to be back home soon!

A dryer malfunction was the cause of a small fire at the Southern Maine Re-entry Center.



Corrections Officers from Maine...



...bring a Maine flag to be given to the Clements family during the service. The officers are from left to right Mike Burns, holding the flag Peter Turner, Troy Roma, and Tom Dolbier. Family and friends and corrections and police officers from all over the nation turned out for the public memorial service for Tom Clements at New Life Church in Colorado Springs on March 25, 2013. Clements, who was the executive director of the Colorado Department of Corrections, was shot and killed as he opened the door to his Monument home on March 19, 2013. (Photo By Helen H. Richardson/ The DenverPost) To see more photos: <http://photos.denverpost.com/2013/03/25/photos-public-memorial-for-slain-corrections-chief-tom-clements/#1> (Also, see "Redemption's Advocate" on page 32.)

Effective Police Interactions with Youth

By Ryan Andersen

On April 16th and 17th, the Juvenile Justice Advisory Group (JJAG) in partnership with the Portland Police Department sponsored the *Effective Police Interactions with Youth* trainings at the Westbrook and Lewiston Police Departments.

This training module developed in Connecticut, was presented in Maine in 2008 when Connecticut Field Training Officers (FTOs) traveled north to present the mate-

rial. In 2011, the Connecticut FTOs returned to train a group of Maine law enforcement officers as trainers, enabling the material to be delivered statewide.

Effective Police Interactions with Youth focuses on the interplay between line officers and juveniles when they meet in the community in non-dangerous situations and ensures that patrol officers have the knowledge they need

Continued next page

Interactions with Youth continued

to differentiate problematic adolescent behavior from typical adolescent behavior, as well as, skills to de-escalate situations involving agitated or defiant youth and prevent situations from escalating in the first place.

In all, 34 officers participated in the trainings. Class participants included JCCO's, Municipal Officers, Sheriff's Deputies, State Police, and State Warden Service—a diverse group which contributed to a very dynamic and informed discussion.

Ninety-four percent of the training respondents claimed the material presented was good or superior, 100% claimed the quality of instruction was good or superior, and 94% claimed the value of the course was good or superior. None of the 34 respondents rated the training below average in any of the aforementioned categories.

While these two trainings proved to be successful, they are only the beginning of more to follow in other geographic regions throughout the state. As “Gatekeepers” of the Juvenile Justice System it is vital that frontline officers understand the challenges that today's youth face, and are well informed to communicate effectively, and exercise appropriate accountability in order to eliminate any unnecessary and potentially harmful contact that a youth may have with the Juvenile Justice System.

On behalf of the the Juvenile Justice Advisory Group, I would like to thank Noel Bonam (Trainer, JJAG), Officer Mike Carrier (Trainer, Saco PD), Chief Michael Pardue (Host, Westbrook PD), Chief Michael Bussiere (Host, Lewiston PD), Sgt. Stephen Reece (Coordinator, Portland PD), and especially Lt. Janine Roberts (Coordinator, Portland PD) whose participation, commitment, and hard work helped make this all possible.



Officer Mike Carrier (Saco Police Department)



Lt. Janine Roberts (Portland Police Department)



Officers participating in group activities.



Deputy Nathaniel Jack (Knox County) and Trooper Kristy Li-Britz (State Police) participate in a role playing exercise.

Division of Quality Assurance & Professional Practices (QA)

By Troy Varney, Director

PBMS

During the last few months, the Office of Information Technology (OIT) and QA have been working together to “move” Maine to the status of a “Blue State,” a fully participating status in the Performance Based Measurement System (PBMS). PBMS measures correctional standards in areas including Demographic Information, Public Safety, Institutional Safety, Substance Abuse, Mental Health, Justice, Medical, and Fiscal. When fully implemented, the PBMS reporting tool is a powerful instrument to guide data-driven decision making in numerous areas of Corrections. It allows Maine to do comparisons and trending, analysis for each facility, the Department as a whole, and in comparison to other DOCs nationwide. QA staff are currently developing *The Blue Book*—a resource manual for the PBMS database. *The Blue Book* will guide DOC staff in the use of the PBMS website and running reports. We estimate we will be introducing *The Blue Book* to Administrators and Facilities around the start of FY14, as well as, doing presentations on how to use it. Once complete, you will be able to access *The Blue Book* on QA's CorrNet webpage: (<http://inet.state.me.us/corrections/quality-assurance/index.html>).

Contract Process

The electronic contracting process has been put in motion and is working smoothly. Contracting staff throughout DOC have been trained and many have already had their first opportunity to process their contracts using the new system. Remember, you can access any DOC contract on QA's CorrNet webpage: (<http://inet.state.me.us/corrections/quality-assurance/Contracts.html>). The instructions for the electronic contracting process are also available on the same page.

Welcome Michael Rocque

I am pleased to introduce Michael “Mike” Rocque to the Corrections’ team as our Chief Researcher. Mike will

be working within the Division of Quality Assurance & Professional Practices and as his title suggests, he will oversee designated research projects. His work will assist the Department in its ability to make informed decisions on effective programing and everyday practices.

Mike was born and raised in Augusta and received his undergraduate degree in Sociology from the University of Maine. From there, he went on to the University of Maryland for his M.A. in Criminology and Criminal Justice. He worked for two years at Eastern Maine Medical Center’s Clinical Research Center, where he assisted with research projects, data analysis, and grant writing. Michael graduated from Northeastern University’s Ph.D. program in Criminology and Justice Policy this past January.

Please join me in welcoming Mike to our team.



Mike Rocque joins the Corrections’ team, working within the Division of Quality Assurance, as Chief Researcher.

Central Office Welcomes Eileen Bonenfant



Please join us in welcoming Eileen Bonenfant (photo left) to the Operations Division and as our new Central Office Receptionist. Eileen has an extensive background in providing administrative support, as well as, training in computer programs. Please welcome Eileen and introduce yourself when next you're in Central Office.

Kathleen Lombardo, who formerly held this position is now providing administrative support to Associate Commissioner Dr. Joseph Fitzpatrick and the Division of Juvenile Services.

Custom Designed and Built



Chuck Thayer (left) and Tim Kimball (right) from Maine State Prison Industries. MSP inmates custom designed, built, transported, and installed a beautiful multi-purpose wood cabinet for Central Office. The new cabinet houses a flat-screen used to keep visitors up-to-date on MDOC programs, services, and news. It also serves as a terrific storage area for office supplies.

Thinking Out of the Box: Innovation in Health Care Services for Inmates Living with Advanced Illness

The Maine Hospice Council and Maine Department of Corrections presents *Thinking Out of the Box: Innovation in Health Care Services for Inmates Living with Advanced Illness*

Date: June 25-26, 2013

Time: 8:45 a.m. - 4:00 p.m.
(both days)

Where: Maine State Prison
807 Cushing Rd., Warren, ME

For more information and to register for this event: please visit the website: <http://mainehospicecouncil.org/events/thinkingoutofthebox> (Due to security measures, registration will only be open until June 15, 2013.)

Cost for the Conference:

\$30.00/per day (Dept. of Corrections Staff and Student Admission Fee with valid student ID)
\$139.00/both days (Non-Maine Hospice Council Member)
\$119.00/both days (Maine Hospice Council Member)

Guest Speakers include:

- Michele Brenning, Assistant Commissioner, Health Services, Correctional Service Canada
- Shenna Bellows, Executive Director, Maine Civil Liberties Union
- Edgar A. Barens, Film Maker
- Carol McAdoo, Consultant, Hospice/Prison Partnerships
- Jamey Boudreaux, Executive Director, Louisiana/Mississippi

Hospice & Palliative Care Org.

- Joseph Ponte, Commissioner, Maine Department of Corrections

Also: The very special MSP Hospice band, *The Sounds of Comfort* and several other exciting speakers!

Sponsored in part by: ACLU Maine, The State of Maine, Volunteers of America.

CLE credits have been applied for to the Board of Overseers of the Bar in Maine. CEU credits for social workers need to be submitted by the individual trying to obtain them to NASW Maine. All participants will leave the conference with a certificate with contact hours printed on it. Certificates will only be given to those who stay for the entire program.

"Hats On" to Barry Stoodley



On May 10th, DOC staff, family members, and friends gathered to share stories and celebrate Barry Stoodley's more than 40 years of commitment and service to the Division of Juvenile Services and the Department of Corrections. We wish Barry all the best in his retirement!



"Hats On" to Barry and his wife Judy!



RCA Dave Barrett shares his favorite, true stories about Barry.



Jacinda Goodwin and Barry.

Continued next page

Barry Stoodley continued



Mark Boger makes SciFi references (your had to be there!).



Associate Commissioner Cynthia Brann presents Barry with retirement attire.

Continued next page

(Below.) A parade of hats.



Barry Stoodley continued



Ann Therrian Ladd, Dave Barrett, Barry Stoodley, Mark Boger, and Lars Olsen.

(Below.) The parade of hats continues from the previous page.



Victim Services Survey Results

A person who is the victim of a crime is entitled to certain basic rights: to be treated with dignity and respect, to be free from intimidation, to be assisted by criminal justice agencies and to be informed about the criminal justice system.

The Department of Corrections strives to ensure that victims who request notification are notified of a prisoner's release, victims receive the restitution to which they are entitled and victims are free from harassment from offenders in the custody of or under the supervision of the Department.

The MDOC provides a toll free number 800-968-6909 for victims to receive information regarding an offender's status.

The Department of Corrections encourages participation of crime victims on the DOC Advisory Group and the Impact of Crime Class Victim Impact Panels. The Department is committed to the premise that crime victims are the real customers of the Department, and will receive the rights and respect to which they are entitled.

The Office of Victim Services is interested in whether victims feel informed, use the Office of Victim Services as an information resource, and believe the information provided to be satisfactory.

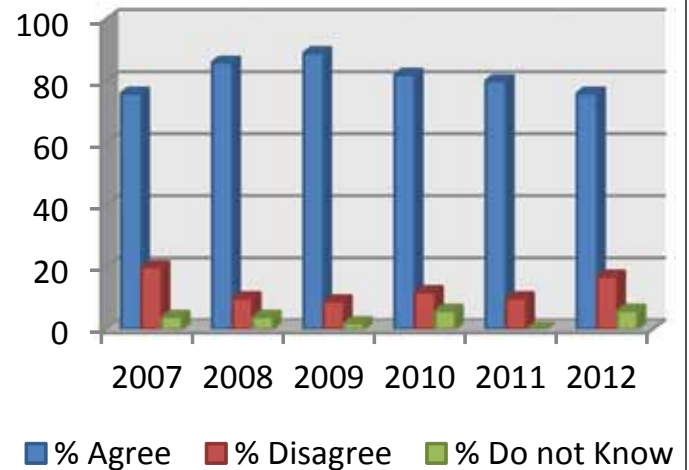
A survey was first conducted in 1998 with victims whose offenders were released during the previous fiscal year. In 2008 the response was 28%, in 2009 the response was 22%, in 2010 the response was 26%, in 2011 the response was 22%, and in 2012 the response was 19%.

The survey is administered annually through a written instrument. Although not a statistically valid sample, it provides an indicator of performance. This past year (2012) marks our fifteenth annual survey.

Source of Notification Requests Received from 7/1/2011 to 6/30/2012

A victim who wishes to receive notification must file a request for notification of the defendant's release with the Office of the Attorney for the State. The Source of notification requests is noted below by County and includes the cases in which the DOC sought out the victim information and filed the notification request on behalf of the victim.

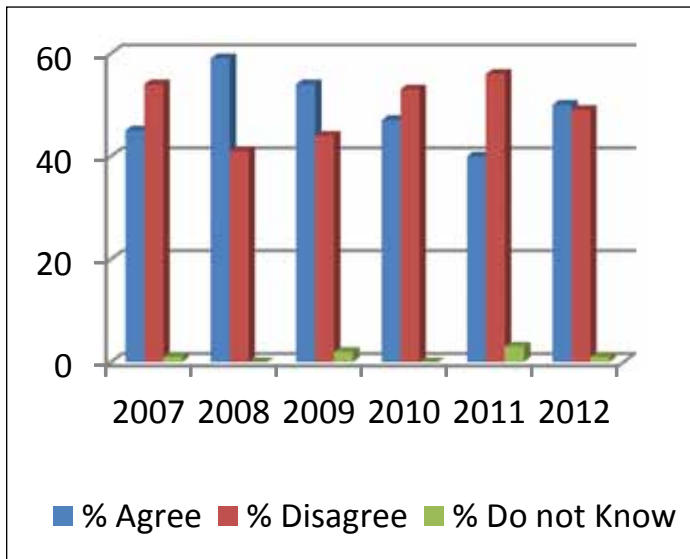
Attorney General's Office	23
Androscoggin	1
Aroostook	7
Cumberland	20
Franklin	7
Hancock	9
Kennebec	1
Knox	10
Lincoln	1
Oxford	3
Penobscot	7
Piscataquis	0
Sagadahoc	5
Somerset	1
Waldo	0
Washington	2
York	24
Department of Corrections	82



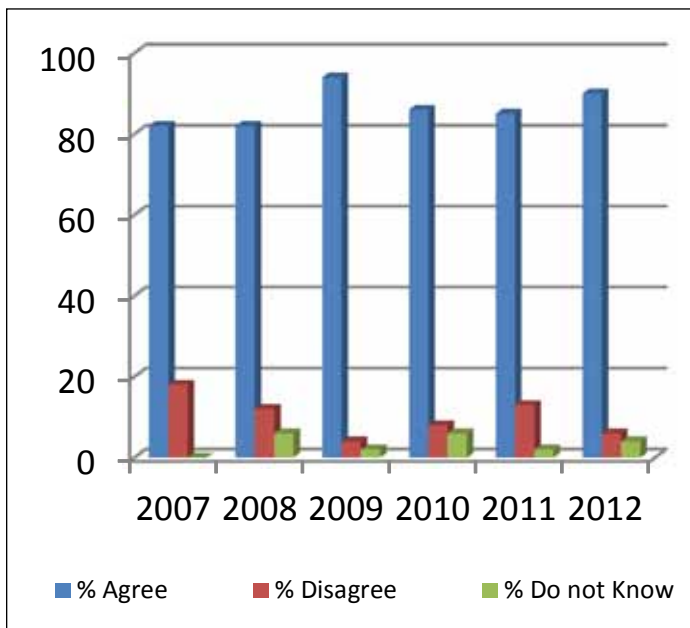
We asked victims if the notification form contained the information they need.

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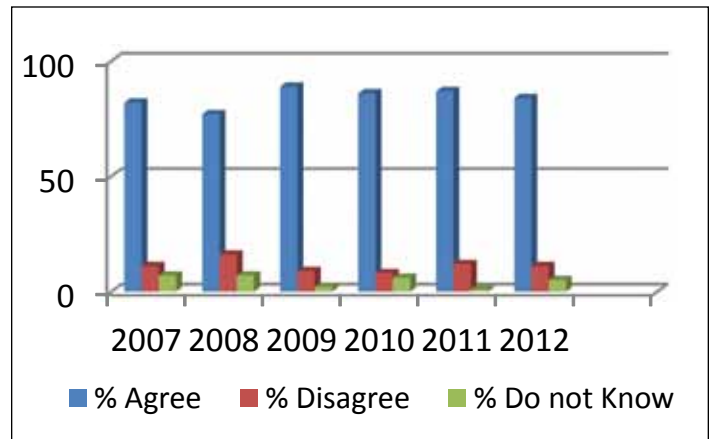
Victim Services Survey continued



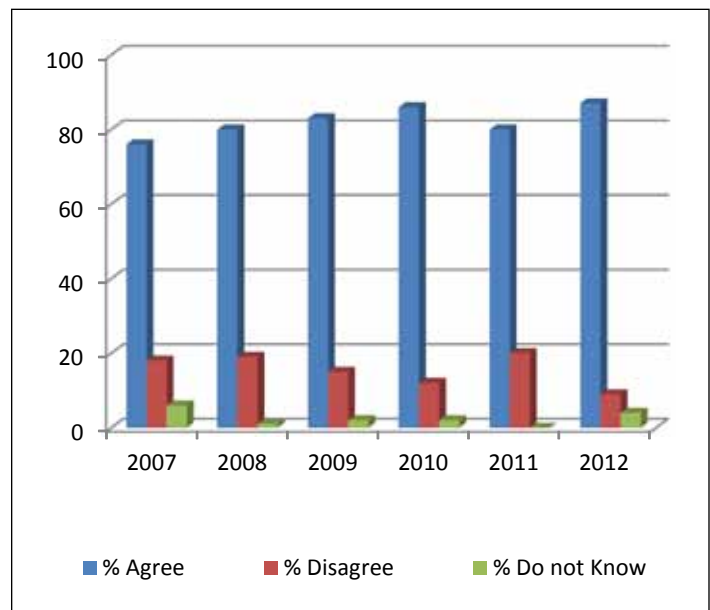
Victims were asked if they believe the public is aware of the services provided to victims by the Department of Corrections.



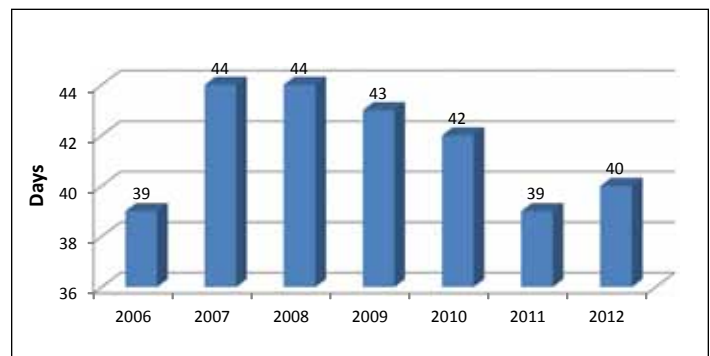
Victims were asked if they believe the Department of Corrections provides a valuable service to victims.



Victims were asked if they believe the DOC is committed to improving notification services to victims.



Victims were asked if the notification arrived reasonably in advance of the release.



Average number of days in advance notice was sent for discharges.

Maine Victims' Rights Week

By Tessa Mosher, Director of Victim Services

The [Maine Chapter of Parents of Murdered Children](#) (POMC) held its 9th annual Maine Crime Vic-

tims' Rights Week event on April 21, 2013. Department of Corrections Associate Commissioner

Jody Breton was one of the speakers addressing this year's theme *New Challenges-New Solutions*.

Also attending from DOC were Director of Victim Services Tessa Mosher, Victim Advocate Deborah McAllian, and Ellis King from the Division of Quality Assurance. The Maine Chapter of POMC provides support and assistance to all survivors of homicide victims while working to create a world free of murder. POMC provides on-going emotional support, education, and advocacy. They can be reached at mainepomc@gmail.com.



Attending the 9th Annual Maine Crime Victims' Rights Week Celebration are (front row left to right) Tessa Mosher Department of Corrections Director of Victim Services, Meaghan Maloney District Attorney Kennebec and Somerset Counties, Jody Breton Department of Correction Associate Commissioner, Deborah McAllian Department of Corrections Victim Advocate, (back row left to right) Art Jette, Maine Chair of Parents of Murdered Children, Ellis King Department of Corrections Quality Assurance, and Holly Stover Department of Health and Human Services Director of Prevention of Domestic Violence and Sexual Assault.

The Maine Department of Corrections Victim Advisory Board is very pleased to have two members of the POMC currently serving on our board providing a valuable voice for survivors of homicide.

POMC Memorial Afghan

By Arthur Jette Chair of Parents of Murdered Children

The Parents of Murdered Children (POMC) Memorial Afghan was handcrafted by Pat Matthews, of Ludlow, Maine. She and her husband Bob have been very active members of the Maine Chapter, Parents of Murdered Children (POMC) since 1997.

Pat and Bob's son, Tom, an avid hockey player, was just 34 years old when he was murdered in Guam on March 15, 1997, where he was working as a civilian contractor on a Navy base, after completing his military service.

As one of many ways to work through their grief, Pat designed and crocheted the afghan as a personal gift to the Chapter, and as a way to create a movable memorial to Maine-related murder victims. Pat lovingly added names and photos of victims to the afghan annually, and it is displayed at the Maine Crime Victims' Rights Week Luncheon, Maine Day of Remembrance for Murder Victims, and Maine POMC Christmas Memorial Dinner, as well as the National POMC Conference. In the sum-

Continued next page

Afghan continued

mer of 2012 since travel has been difficult for Bob who has regular dialysis, Pat handed over the loving responsibility for the afghan to Deb Cunningham. Anyone who is a survivor of a victim of murder can contact Deb Cunningham at 277-3518 for information about how to add their loved ones' name and photo to the Memorial Afghan.



The Maine Chapter of Parents of Murdered Children (POMC) Memorial Afghan.

Welcome Georgette Chalou

We are very pleased to have Georgette Chalou join the Office of Victim Services and the Training Division of the Department of Corrections as an Office Associate II on May 6th. Georgette comes with a variety of office experience working previously with the MEFIRST Program/MaineGeneral Medical Center that is offered to State of Maine employees to assist with health, nutrition and weight loss. She worked as a board member for Homeward Bound Foundation, Inc., which raised money for homeless men, women and children's shelters in the Hartford, CT area. In addition, Georgette was an Emergency Medical Technician and Firefighter for over 16 years with the Willington Fire Department #1, in Willington, CT. She earned an Associate's Degree from Bryant University in Secretarial Science and has been in a secretarial role in one capacity or another for over 30 years. She is very excited about her new position and is looking forward to many challenges.

Correctional Industries on the Move

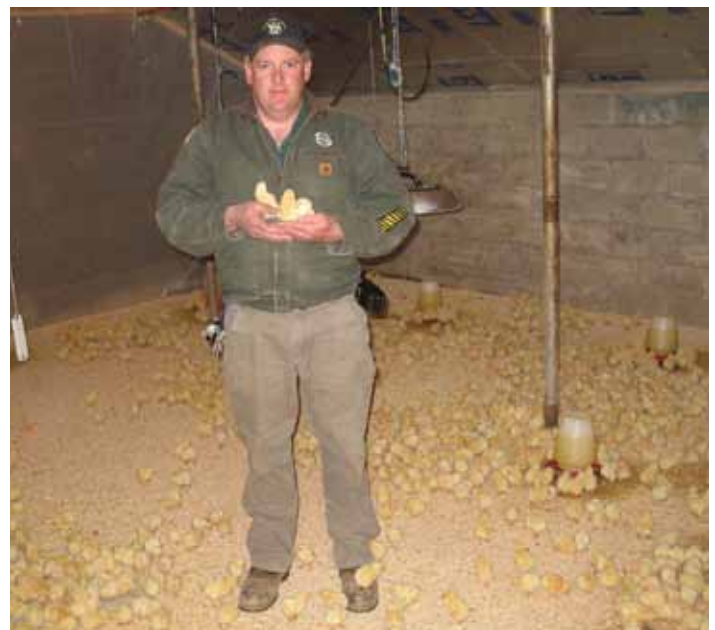
By Bob Walden, Industries Director

Correctional Industries has had a couple of busy months highlighted by the recent lease signing of our new Windham Showroom. Work is underway to retrofit the buildings for our retail operations so stay tuned for the soon to come opening date announcement.

Other exciting program happenings include:

- The Maine Correctional Center Industries Program reached a recent agreement with the St. Mary's Medical Center in Lewiston to refinish and re-upholster 51 chairs for their hospital facility.
- Our MCC program also is finalizing an agreement with the Belfast Moosehead Lake Railroad to re-upholster the seating for two of their passenger railroad cars.

Continued next page



Bolduc's Farm Program Manager, Randy Thomas, holding and carefully maneuvering his way around 3,000 little ones.

Industries continued

- The Bolduc Correctional Facility Farm Program received the initial order of 3,000 chickens to expand our joint venture poultry program that up until now has just featured turkeys.
- The Prison Showroom's "Spring Spectacular" Sale just wrapped up with three-week sales totals of \$52,412 that represent a 32% increase over last year's retail figures. Strong media promotions and the authorization to email special savings notifications statewide to state workers played a major role in our successful event.
- We are pleased to announce that the Fryeburg Fair has approved a double-sized vending booth for Maine Correctional Industries at this fall's event, which will allow for a much better display of our large assortment of prisoner crafted product lines.



Bolduc Farm Program's second flock of turkeys, totaling 500, who are already pretty much full grown.

Promotions at Downeast Correctional Facility

Rosa Tucker was selected for the new position of Community Program Coordinator. She has worked in corrections for two years as our caseworker; coming to us with over 10 years casework experience with DHHS. Rosa is already experiencing success in her new position. She has arranged for multiple interviews with a local organization for two positions and she has attended a job fair which yielded several "hot" leads for work release opportunities for prisoners for the coming year. Rosa has done all this in just a couple of weeks while handling her caseworker caseload.

Debbie Day was selected for the position of Classification Officer. She has worked in corrections for nine years as the secretary, as well as, the unit clerk. Debbie recently earned her Bachelors in Public Administration and is currently working toward her Master's in Social Work. She has just been accepted to begin her six month internship with the Maine Wabanaki Child Welfare Truth and Reconciliation Commission.

We wish Rosa and Debbie all the best as they navigate their new journeys!

MCC Staff Updates

Welcome

MCC welcomes its newest employees:

- Vocational Trades Instructor: Audrey Jones
- Correctional Officers: Curtis Ayotte, Renee LeClaire, Matthew Kirksey, and Robert Balfour

- Office Assistant II: Kadie Vining

Goodbye

We wish all of the best to:

- Officers Katy Grant and Melissa Bass who have moved on to other job opportunities.
- Alex McCulloch who has

retired as a Correctional Trades Shop Supervisor.

- Jessica Kline who is moving to Juvenile Community Corrections.
- Kristina Morin who has taken a job within state government closer to home.

Staff Updates at Maine State Prison

New Hires

Maine State Prison welcomes aboard the following new staff who graduated on March 12th from the Maine Criminal Justice Academy:

- Correctional Officers: John Adams, Eric Crabtree, William DeGuisto, Frank Ford, Randy Hall, David Hession, Thomas Jent, Jeff Kendall Jr., Joseph Miville, Christopher Pearl, Christopher Pickle, Timothy Price, Andy Rios, and Ken Schuurman,
- Support Staff: Rodney Robert

If you should see any of our new hires, please give them a warm welcome to the Department!

New Recreational Therapist

Maine State Prison welcomes our new Recreational Therapist, Michael Fournier. A Maine high school graduate (class of 1993), Michael joined the United States Army in 1995 as a gunner on a MIAI Battle Tank and spent five years in Europe and three years in Texas before leaving the military in 2003 to attend college. He graduated with high honors from Unity College in 2006 with a B.S. in Parks and Recreation. While in college and until 2008, he worked with at-risk youth in various settings before joining the Young Men's Christian Association "YMCA" as a Director. The focus of his career has been creation and implementation of specialized programming for all ages and abilities. Welcome aboard Michael!

New Staff Development Coordinator

Maine State Prison and Bolduc Correctional Facility's new Staff Development Coordinator, Rod Robert, comes to us from Fort Drum, New York where he was employed by General Dynamics Information Technology as a Senior Operations Analyst. While there his duties focused on developing and executing individual and collective training for soldiers and army unit staffs from the division down to the company level. Prior to that, he was an Army

Civilian serving as the Deputy S-3-Operations Officer/Senior Training Specialist for the 174th Infantry Brigade,

MSP Welcomes Bob George



Senior Deputy Warden Robert "Bob" George Jr. was born in Michigan. After graduation from High school he moved to Delaware to attend college. He started in the Delaware correctional system as a correctional Officer in 1977, moving through the ranks he

was eventually promoted to Warden in 1994, retiring from the Delaware correctional system in February 2008 as a Warden III. He then went on to work part time as a prison inspector for a company called the Nakamoto Group. Also during this time, Bob worked as a bag boy at a Jack Nickolas golf course. Being laid off from those jobs in 2010 he went to work at a local high school as an Intervention Specialist (a school suspension officer). He then decided to get back into corrections and went to work for a company in California as that facility's Assistant Warden of Programs.

He appreciates the warm welcome he's have gotten from staff here at Maine State Prison and Central Office and is looking forward to working closely with each and every one of us!

United States Air Reserve primarily tasked with validating mobilization training for Reserve and National Guard Units preparing for deployment to Iraq and Afghanistan.

He served on active duty as an Armor Officer in various assignments at Fort Benning, GA; Fort Knox, KY; Fort Hood, TX; and Fort Drum, NY, as well as serving two combat deployments to Iraq in 2003 and 2006.

Continued next page

MSP Staff Updates continued

Job Changes

Correctional Care and Treatment Worker, Debbie Hill, has retired from State service to work for MSP contract medical services.

Randy Keach has moved from Maine State Prison to Probation and Parole. Congratulations Randy in your advancements.

Correctional Officer Brian Baker has taken a job with Maine Department of Transportation. We wish you the best Brian.

Unit Manager Russell Worcester has moved from Maine State Prison Medium Unit to Bolduc Correctional Facility—a minimum and community custody level facility—to be their Unit Manager. We'll miss you on the hill, but are excited for you in this welcome change—going from 480 prisoners to 200.

Retirements

Chaplain Walter Foster retired from the Maine State Prison as the prison's chaplain to pursue personal goals in the private sector and to be able to spend more time with his family. Maine State Prison wishes you the best in your retirement.

Steve Markwith also retired, however, we have a feeling we'll still be seeing him here at MSP and look forward to hearing more of the stories he has to share. Maine State Prison wishes you the best in your part-time retirement.

Sargent David Flynn, Captain Don Black, and Doctor Beverly Sherwin have retired from MSP, we wish you all the very best.

Honor Guard Commander

We want to congratulate Correctional Officer Michael Burns for being selected as Honor Guard Commander. Congratulations Commander Burns!



Maine State Prison Honor Guard.

Take Our Daughters and Sons to Work Day

April 25th was [*Take Our Daughters and Sons To Work Day*](#) and staff from Central Office took time out of their busy schedules to show youth what it's like to work at DOC. In it's 21st year, the program encourages employees in collaboration with their employers to demonstrate to young people how what a parent/mentor does during the work day is important and help them to discover future possibilities. Participating youth enjoyed a pizza lunch and received a certificate.



Isabella, Hallie, and Sarah learning on the job.

K9 Team on the Job



Officers Joseph Salisbury and Brittney Falco pose with Tyson. While searching the Southern Maine Women's Re-Entry Center facility on Friday, April 26th, Tyson alerted Officer Falco to substances believed to be cocaine and crushed oxycodone.

Region 1 • Adult Community Corrections

By Carol Carlow

Staff Changes

It's a time of growth and time of change. Region One Portland Office is pleased to be welcoming Patricia Ledoux, more affectionately known as "Tricia" to our staff. Her educational background includes a B.S. degree in Criminology from USM in 2001 and currently several hours already completed towards her masters. From 2006 thru 2012, Tricia was employed by U.S. Probation Office for the District of Maine. Prior to joining our staff in March, she served as a case manager at DHHS.

Megan Entwistle started her career with us as a Probation Officer Assistant (POA) on October 15, 2012 and was recently selected to move up the ladder to a full time Pro-

bation Officer position. Her prior experience of working with victims of domestic violence will certainly be an asset to her as a PO.

Both Tricia and Megan will be enrolled in the April class at the Maine Criminal Justice Academy (MCJA) for their required firearms and other training.

Replacing Megan in the POA position will be Alicia Cummings who has been a child protective worker for DHHS for the past ten years. During her time with DHHS, she became actively involved with South Portland PD to proactively work with high risk families.

Continued next page

Department Sex Offender Specialists Attend Training

By Carol Carlow

All five DOC Sex Offender Specialist (SOS) Probation Officers (PO) attended the Massachusetts Association for the Treatment of Sexual Abusers (MATSA) Conference held recently in Massachusetts. Attending were Deanna Fernandez and Kelly Prentice from Region One, Mark Fortin and Adam Silberman from Region Two and Tim Quinn from Region Three. Under the sponsorship of MATSA, the day-long sessions covered such pertinent topics as housing restrictions, polygraphs in treatment, offenders in denial, Static 99R, gender variance and the law, vicarious trauma and more. The three-day conference was intense but extremely informative with up-to-date information on what is happening in the treatment and containment world with regard to supervising sex offenders. All officers attending agreed it was time well spent and would like to express their thanks to all who assisted in making this happen.

In the months to come, all SOS officers will attend a full in-house training day during May and a session on the Sex Offender Registry is scheduled for June.

Region 1 continued

Jason Taylor who has been with us since October of 2012 as a POA in the Farmington, Oxford, Rumford area was selected to become a full time Probation Officer in the Region Two Skowhegan Office. In the time he has been with us, Jason has done a great job and we do wish him well as he moves on.

Filling Jason's shoes as a POA in the Farmington Office will be Mary-ElLEN Michaud. Certainly no stranger to the law enforcement world, Mary-ElLEN's past experience includes working as a dispatcher and a police officer. Her "people skills" were also

very helpful when she served as a recruitment specialist in a Waterville hospital.

Both Alicia and Mary-ElLEN will also be enrolled in the MCJA training starting April 29th.

Mike Lyon of the Portland Office made a lateral move to the Biddeford Office and has assumed supervision of a full time caseload there.

If you are new to us, "Welcome" or if you are moving up or on "Best Wishes" from all of us here at R-1.

Region 2 • Adult Community Corrections

By Donna Davis

Region 2-Adult recently hired three new Probation Officer Assistants:

- Cameron Dufour. Cameron holds a B.A. and an A.A. in Criminal Justice Administration from University of Maine at Fort Kent. He is a former police officer with Van Buren PD and has recently relocated to the Augusta area.
- Kaitlin (Kate) Armstrong. Kate holds a B.A. in Behavioral Science with a concentration in Psychology from the University of Maine at Machias. She has been employed at DHHS in the

Office of Family Independence for several years. She also has experience in the DHHS Office of Child and Family Services Office and working in special education in the New York school system.

- Randy Keach. Randy is currently enrolled as a student at the University of Maine at Augusta working towards a Bachelor's in Criminal Justice. He has been employed at the Maine State Prison for nine years—most recently in the Close Unit.

Welcome to Region 2 Cameron, Kate and Randy!

Region 3 • Adult Community Corrections

By Mary Jones and Pat Delahanty

Fully Staffed – But Not For Long

Region 3 is happy to report that we currently have a full complement of staff within the region. That said, it appears our status of being fully staffed will be short-lived. We are extremely sad to say that Probation Officer Bill Love has decided to retire on June 30th. It's hard to believe that Bill would choose his beautiful home on the lake over continuing his "life in the field," but... 'tis true. Bill will be sadly missed by community corrections and Washington County will be losing a truly dedicated probation officer. Bill will be a tough act to follow! We are sad to see Bill leave us, but extremely happy for him, and

wish him all the best and a happy, happy, retirement! We anxiously await the book that some of us are certain he will write.

New Office Space

For a variety of reasons, Region 3 will soon be relocating several of its offices, including the regional office in Bangor, as well as sub-offices in Ellsworth, Calais, and possibly Lincoln. This has proven to be a long, arduous process, but RCA Bill Goodwin continues to work diligently toward securing appropriate space to meet the needs of the region. We'll keep everyone posted as the relocation efforts progress.

Mountain View Youth Development Introduces New Reading Remediation Program

By Craig Courbron Ed.D, MVYDC Teacher

Many of our students arrive at Mountain View Youth Development Center (MVYDC) with deficient reading skills that adversely influence their ability to function in their communities. Some research has even indicated that the inability to read at grade level is the cause of most adolescent incarceration. Christle and Yell (2008) stated, "The fact that youths who have deficits in reading are disproportionately represented in correctional institutions suggests that the juvenile justice system has become the default system for many youths who have reading problems" (p. 148).

After comparing several nationally-recognized reading intervention programs and conducting a careful analysis of each program's claims, Mountain View's Literacy Specialist recommended the purchase (with No Child Left Behind grant funds) and implementation of a new

reading intervention program named *Read 180* in order to remediate these reading difficulties. *Read 180* is the only truly researched-based reading intervention program that addresses adolescent reading problems. According to the *Read 180* publishers, Scholastic, the classes are designed to bring struggling students who are reading two or more years below grade level up to grade level quickly so that they do not fall further behind and subsequently give up as their assigned reading becomes longer and more complex.

Students are assigned to the class based on the results of their MAP (Measures of Academic Progress) scores and teacher recommendations. The two *Read 180* classes at Mountain View Youth Development Center have been in existence for only four months, but the student gains

Continued next page



MVYDC Reading Remediation Program continued

in reading ability are already quite impressive. Every student enrolled in the class has shown significant gains in their Lexile score (a measure of overall reading ability), some as many as 500 Lexile points in those four months!

Of course, no academic program can be successful without the coopera-

tion and “buy-in” from the students. Thus far, even residents who had been reluctant to participate in previous reading remediation attempts have demonstrated a willingness to participate in *Read 180*. Resident TR was one of these reluctant students. After three months in the program, TR stated, “*Read 180* helps me with learning words and understanding words. I couldn’t always read good, but I’m improving now.” This type of anecdotal evidence is common amongst *Read 180* students; when added to the research evidence supporting *Read 180*, the program can be considered an enormous success. The success of *Read 180* can be attributed to its three instructional components: computer-based instruction, independent reading, and

teacher-directed instruction using a text called the “R-Book.” Students spend time in each of the three stations every class. Each student has their favorite and least favorite station, but the teacher encourages them to spend the requisite twenty minutes on each activity every class. This promotes structure and repetition of a wide range of reading skills and leads to overall reading improvement.

The instruction of *Read 180* is a collaborative effort between Bruce Palmer, Special Ed Teacher, and myself. Mr. Palmer focuses on the special education students and I work to meet the literacy needs of all of the students enrolled in the class.

Attendance Awards for Mountain View Staff

Congratulations to the following MVYDC staff at for earning Certificates of Award for their excellent attendance for 2012.

Perfect Attendance (0 Hours)

- Mike Barkac
- Asia Serwik

Excellent Attendance(1-12 Hours)

- Bud Dillon
- Gerry Merrill
- Rosalie Morin
- Shane Tyrell
- Ed Swift
- Jean Barry
- Joe Coombs
- Sam Bradeen
- Boyd Kronholm

Great Attendance (13-24 Hours)

- Dave Richards
- Mike Smith
- Tammy Cooper
- Gary Gray
- Marsha Higgins
- Lynn Conklin
- Kevin Brandes
- Laurie Valente-Clark

Mountain View Staff Updates

Welcome New Hires

In March, our Medical Department, Correct Care Solutions (CCS), welcomed Dr. Talya Steinberg as the full time Mental Health Director for CCS, and in April, Jessica Johnson as Licensed Clinical Social Worker.

Gary Sudsbury, Corrections Officer from Charleston Correctional Facility has transferred to the Warehouse as our new Inventory and Property Associate. Gary started in the warehouse on April 22nd.

Michelle Lawson, currently in training at Maine Criminal Justice Academy (MCJA), will be busy working for Deputy Superintendents Boyd Kronholm and Gerry Merrill as our

new Office Associate for the Operations Department.

Promotion

Cheryl Preble, Juvenile Program Worker, was assigned as an American Correctional Association (ACA) Assistant approximately two years ago to assist Mountain View in obtaining its ACA accreditation. Cheryl not only assisted MV in earning its accreditation, but also Charleston Correctional Facility. Cheryl was promoted to the position of Correctional Compliance Program Specialist where she will oversee not only the ACA compliance process for both MV and CCF, but also PbS, and formalized surveys. She commenced her duties on April 8th.

Mountain View Graduation

By Scott K Fish, DOC Communication Specialist

Seven young men received their General Education Development (GED) certificates or High School Diplomas at Mountain View Youth Development Center (MVYDC) during a *We Hold the Key to Our Future* graduation ceremony held on April 26th in the MVYDC Gymnasium.

Following a processional, invocation, and the singing of the National Anthem, guests and families of the graduates were welcomed by Principal Cheryl Quinn.

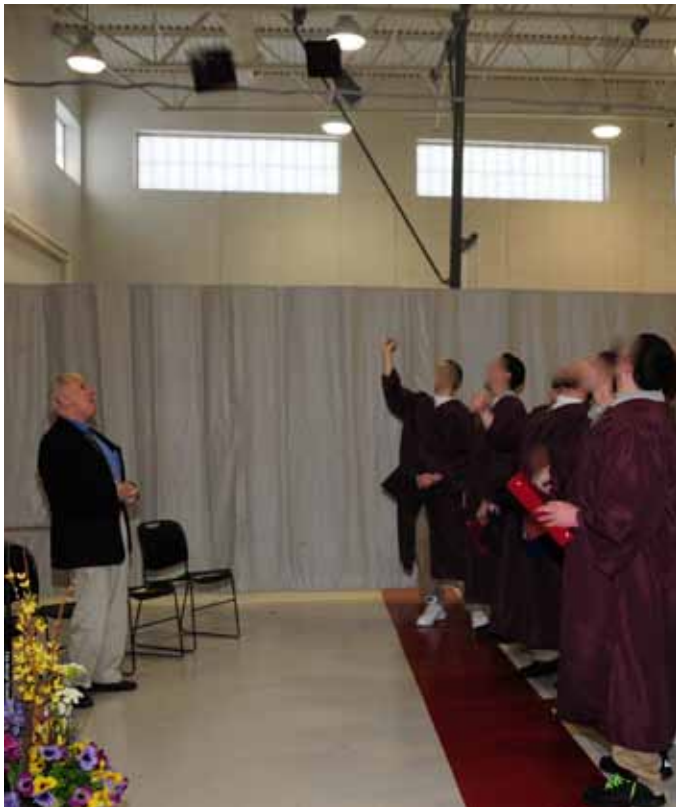
MVYDC Superintendent Lawrence Austin told the graduates they should "be extraordinarily proud" of their "watershed moment I would hope that this would not be the end of your quest for education. We want you to be successful with your lives," said Superintendent Austin.

Associate Commissioner Juvenile Services Bartlett Stoodley, pinch hitting for Commissioner Joseph Ponte who was called away from the ceremony on business, reminded everyone that Maine made a "huge decision" around 1998-2000 "to invest in youth who had not prepared to succeed previously and ended up in the juvenile correction facilities. You are proof that this was an investment well made. I thank you," Associate Commissioner Stoodley told

the graduates.

Guidance Counselor Martin French said, "Opportunity may knock once, but temptation leans on the bell. It was a good choice to get your High School diploma and GED. There is no expiration date on High School diplomas or GED certificates."

Congratulations to Mountain View's new graduates: Eric, Devin, Nathan, Joshua, Jaron, Arthur, and Garret.



Mountain View's new graduates engaged in the traditional end of the ceremony cap tossing.

Mountain View Educational

Programming Updates

- Our new regional Vocational Rehabilitation Counselor, Elizabeth Saucier, M. Ed, CRC, provided a brief overview of the Vocational Rehabilitation Program and what it offers.
- Five residents successfully completed the first ever National Center for Construction Education and Research (NCCER) a 68-hour Core Curriculum training conducted on March 27th. Seven students are currently enrolled for this eight-week program.
- On April 26th, Mountain View held its twenty-second graduation—the second for the 2012-13 school year. (See story left.) A former graduate gave a wonderful speech about what he has been able to accomplished at MVYDC in regards to education and job readiness skills including, achieving NCCER construction and OSHA 10 certificates. Since the opening of the facility in February 2002, 300 students have earned their GED and 21 earned their High School diplomas.
- As of March 29th, Jobs for Maine's Graduates (JMG) no longer has a program at Mountain View. We greatly miss our JMG Manager, Pat Gillis, who served our youth for more than four years.

Young Adult Offender Program

A Corrections Bill...

L.D. #353, "An Act to Allow Young Adult Offenders (YAO) To Be Confined in Juvenile Correctional Facilities and Comply with Federal Law Requirements"

...passed through the Legislative process in March 2013. Since then, a great deal of work has been done in the planning stages of this initiative. Juvenile Program Manager Linda Hussey, who has taken the lead on this project, reviewed five other states' programs to develop a sim-

ilar program that would fit Maine DOC needs. She then created a detailed PowerPoint presentation on the YAO Program, which was shown at Mountain View Youth Development Center on April 26th to the Commissioner and Central Office staff. Mountain View staff had an opportunity to see the presentation and ask questions at a Town Hall Meeting on May 2nd. The presentation will be shown on May 14th to the members of the Board of Visitors, providing time for questions and a tour. And, Director Morin will show the presentation to members of his staff at the Charles Correctional Facility.

Long Creek Student Project Benefits Shelter Animals

By Robin Herrick, Director of Special Education, A.R. Gould School

Throughout the fall and winter two residents of Long Creek Youth Development Center (LCYDC) spent many hours making hand-crafted fleece blankets and toys for shelter animals. The two students, supervised by their teacher Ms. Dale, learned to make the blankets by carefully measuring and cutting the fleece to the appropriate sizes and then tying the pieces of fleece securely together to make the "kitty cuddler" blankets for the cats. They constructed "tug toys" for the dogs by cutting and braiding long pieces of fleece to produce a 3 to 4 foot rope that could be chewed or used to play with people.

After many hours of work, a table full of blankets and toys were presented to Kathleen Fobear, the Humane Education Director and Visitor Services Representative from the Animal Refuge League of Greater

Portland. This donation was especially helpful, as the facility had lost many pet beds and blankets during a small fire the previous month. The students seemed even more excited about their contribution—as they had unknowingly filled an important need for the shelter animals.



Two Long Creek youth made fleece blankets and chew toys for the The Animal Refuge League.

[The Animal Refuge League](#) is always appreciative of community efforts to support their work and our residents very much enjoyed the opportunity to share their time and talent.



Harlem Globetrotter Seth Franco Visits Long Creek

By Doug Spearman

Photos by Kim Deering

On April 4th, Harlem Globetrotter, Seth Franco, came to Long Creek to share his personal story with the residents and staff at the facility. Seth's story described a young and promising basketball player who received a basketball scholarship to college with a future to play pro-ball. Unfortunately Seth was diagnosed with hip dysplasia, and he lost his scholarship to college which meant he could not play basketball at the college or pro level. For a young athlete with so much promise Seth became very depressed and overcome with serious suicidal thoughts. However during this time the words of a former teacher reminded him to ask for one more day when he was in a terrible space. Shortly thereafter Seth

was offered a position with the Harlem Globetrotters which has given him the opportunity to do some amazing magic with a basketball and his words. Seth's words challenged our youth-at-risk to examine faulty thinking and to allow themselves the time to see what good could come of their circumstances. His message encouraged youth not to give up, learn from their mistakes, and to do the right thing despite peer pressure. That message was further enhanced with basketball tricks, shooting hoops, taking photos, and spending time hanging out with the audience. While not an invitation to play with the Harlem Globetrotters, his message to "give it one more day" is really good advice for all of us.



Harlem Globetrotter, Seth Franco, demonstrates his skill with a basketball for Long Creek residents and staff.



(Above) Jeff Merrill, Harlem Globetrotter Seth Franco, and Chad Sturgis. (Below) Doug Spearman and Seth Franco.



Region 1 • Juvenile Community Services

Incentives Programs

On March 26th, Regional Correctional Managers (RCM) John Coyne and Mike Mack met with the Friends of Long Creek to thank them for their assistance in getting rewards and incentives for youth under DOC supervision. The Friends of Long Creek group has collaborated with Long Creek Youth Development Center (LCYDC) to develop and fund projects that contribute to reducing recidivism for over ten years now and working with Juvenile Field Services is a relatively new development for the group.

Historically probation officers have been viewed by clients, families and even service providers and other State agencies as the “enforcers” if a youth’s behaviors were disruptive at home or in the community. Under the leadership of Former Associate Commissioner Barry Stoodley, JCCOs were asked to examine and question this traditional role. Barry made sure that JCCOs statewide were made aware of how evidence-based programs have been shown to reduce the risk of recidivism for juvenile offenders. JCCOs have been exposed to Collaborative Problem Solving, Motivational Interviewing, TARGET (Trauma Affect Regulation: Guide for Education and Therapy) and trauma focused treatment over the past several years. Such a progressive view of dealing with juveniles has led many JCCOs to conclude that youth cannot just be punished into learning pro-social behaviors. Behavioral psychology tells us that in order to learn new skills and behaviors, even small steps toward those behaviors must be rewarded.

With that in mind, John and Mike approached Portland PD in 2011 to explore taking part in their Positive Tickets program. Lt. Janine Roberts supplied Region I JCCOs with bowling passes, movie tickets, and gift cards

from local businesses that have since been given out to youth who worked toward and met case plan goals. The Friends of Long Creek also agreed to support an incentive program by contributing gift cards to various eateries and movie passes. Incentives have been given to youth under DOC supervision who have improved school attendance, completed treatment, “passed” drug tests, or improved their behaviors at home. In some cases, two tickets have been given so the youth can take a friend or family member with them to the movies or out to eat.



Recently JCCOs Joe Hansen and Sean O’Keefe took some time to do Saturday evening home visits for high-risk youth in York county. Two of the youth checked on were abiding by curfew and reported to be doing well that week. Sean and Joe gave the youth two movie passes each. For one young man whose

family is suffering financially, this was a rare treat to be able to treat his girlfriend to a movie. With his JCCO’s permission, he actually took her to the movies that night.

Three weeks ago, Laurie Cavanaugh of the GEAR network dropped off seven tickets to a Portland Pirates hockey game. The tickets were used by two probationers and their families. Both families appreciated the tickets and said that they had a good time. One father was very thankful for the tickets because he had been looking for ways to reconnect with his son and the quality time spent at that game helped him do that.

Experiences like these help probationers and their families view JCCOs and the jobs they do in a new light. Thanks again to the Friends of Long Creek, the Portland Police Department and Laurie Cavanaugh for their donations to this initiative.

Region 2 • Juvenile Community Services

By Sue Carr

JCCOs Speak to Students

Spring has finally arrived and it's a busy time of year in Region 2. Several staff were asked to speak to criminal justice students at local area colleges about Juvenile Community Corrections. JCCOs Christopher Raymond (Androscoggin County) and Steve Labonte (Kennebec County) spoke at Central Maine Community College; and Roy Curtis and Dan Delahanty (both Waldo County) spoke at Thomas College. A huge thank you to our JCCOs—the students (and future prospective employees) thoroughly enjoyed learning from your experiences.

Seeds of Independence

Coastal JCCO's Martha Takatsu, Kevin Chute, and David Clock

from Sagadahoc and Cumberland Counties are excited to send Juvenile Justice involved youth to a program sponsored by Seeds of Independence. [Seeds of Independence](#) is a volunteer and mentor-based organization that runs mentoring programs for at-risk youth. Their programs are for first-time offending youth already in the criminal justice system. They also have mentoring programs in the Freeport, Brunswick and Mt. Ararat High Schools.

Franklin County Office Moving

In the coming months, Franklin County JCCO, Joan Dawson's office will be relocating. She will be sharing space with Adult Probation in Farmington.

JDAI & Evening Reporting Center

Regional Correctional Manager Sue Smith attended a Juvenile Detention Alternatives Initiative (JDAI) conference in Georgia. She came back with lots of new ideas and information.

Jay Pennell, Androscoggin County JCCO, is considering an Evening Reporting Center in collaboration with The Tree Street Youth Outreach (Lewiston). The information (JDAI) provided was based on a nationally recognized evening reporting center in West Baltimore that combines intensive supervision with community-based services coordination for male youth and continues to deliver impressive results.

An independent evaluation, completed in 2010, concluded that the evening reporting center was continuing to show success and was accomplishing its objectives.

Of 400 youth served by the program since it opened in 2007, 98 percent appeared for scheduled court hearings and 92 percent did not re-offend while in the program, according to an independent evaluation arranged by the Family League of Baltimore.

The program focuses on youth, 14 to 17, who would otherwise be detained because of their lack of success in less-intensive detention alternatives. Almost 99 percent of the youth served by the [PACT](#)

Continued next page

Ocean Classroom

Last June, there was an opportunity to collaborate with [Ocean Classroom](#) to provide a week of mentoring "at sea" aboard the Spirit of Massachusetts. Last year the program served 20 teens and was a great success. The trip was recently highlighted in the Seeds of Independence newsletter *Seedling*.

Ocean Classroom is a foundation based in Damariscotta that operates four sailing vessels. They are traditionally rigged schooners each around 125 feet in length. Typically they provide fully accredited 2-4 month terms at sea for high school and college students sailing between South America and Maine. There are no passengers, everyone onboard is a participating member of the crew and will stand watch alongside the professional crew, and participate in classes about navigation, seamanship, history, applied mathematics, marine biology and ecology.

This year we have the opportunity to run another program with Ocean Classroom, June 24 through 27, on a passage from Boston to Portland aboard the Harvey Gamage with 21 youths.

Region 2 • Juvenile continued

[\(Pre-Adjudication Coordination and Transition\) Center](#) have been African American.

The center's services are designed to ensure that youth attend scheduled court hearings and avoid re-arrest through a comprehensive needs assessment and individualized plan that identifies community resources that can help avoid future delinquency.

In its first full year of operation, 100 percent of youth enrolled in the PACT program returned for their court dates, 95 percent did not re-offend while enrolled and 100 percent received an individualized service plan by the time of their court appearance.

"The PACT Center in West Baltimore takes on some of our most troubled youth offenders," said local advocate Sonia Kumar, an attorney with the ACLU of Maryland's Juvenile Justice Initiative. "It keeps them out of danger, keeps them out of lockup, works with their families, provides crucial resources and supports, and does it all for a fraction of the cost of incarceration."

Thankful Parents

Region 2 would also like to recognize the hard work, and professional efforts of Waldo County JCCO, Roy Curtis! Recently parents of a youth Roy was working with sent the following letter to Associate Commissioner Dr. Joe Fitzpatrick:

Dear Dr. Fitzpatrick,

This letter is in reference to Roy Curtis, JCCO, in gratitude for the service he provides to the young people and their parents as we try to navigate our way through some of the most heartbreaking times of our lives.

Roy has a way of dealing with parents and their troubled children. We understand that there is always hope and our children see from the beginning that no matter how much dust and noise that is thrown at the subject that they are responsible for their actions.

Our son understood from the beginning what was expected of him and what would happen if he did not meet his obligations. However, Roy is as generous with praise as he was relentless with identifying half-hearted effort and excuses.

At Roy's recommendation our son participated in the Restorative Justice Program. This suggestion proved to be an excellent way for our son to reclaim his reputation. We live on a small island and our son had quickly become the island pariah. He was given credit for everything and anything that happened or might have happened.

If you have not participated in this program I would highly recommend watching the process. My 16 year old son faced four adults and dealt with their criticism face to face. It was awful to watch. I left the meeting with a sense of incredible pride that my son was able to deal with the fallout of his behavior in real time. I think this was the first time that my son realized what it meant to be part of the system and what happens when he chose not to take responsibility for his actions. Through the whole process Roy kept my son on track by calling him out on half efforts and excuses.

I am happy to say that my son has shown remarkable improvement. He is 18 now and will graduate from high school this June. He worked through the winter hand hauling on week nights to complete his fishing license before turning 18 on March 19th. He is still young and it is a long road before him.

Life is good!
Joanna & Bob

For more information on the Restorative Justice Project of the Mid-coast go to: <http://rjpmidcoast.org/cms/program-overview>

Region 3 • Juvenile Community Services

By John Bennoch, JCCO

JCCO Julie Leavitt attended the Juvenile Detention Alternative Initiative (JDAI) inter-site conference in Atlanta Georgia from April 16-18th. There were delegates from more than 180 sites in 39 states. The other Maine delegates were Anne Jordan, Amy Perry, Pam Richards, Sue Smith, Mike Mack and Matthew Nee. The conference offered a variety of peer-to-peer exchanges and workshops on detention reform that included strategies for reducing racial and ethnic disparities, discussions on ways to engage stake holders in system reform, competency building sessions, reports on developments in the field and new tools for use by JDAI sites. Julie shared her experiences regarding the conference at our last staff

meeting. She said one of the more memorable plenaries was given by Jerry Tello. He delivered an inspirational message that asked us to look beyond trauma to a “healing-informed” model.

JCCO Kelly Nightingale recently spoke to the Houlton Police Department’s Citizen’s Academy. She gave an overview of DOC and the duties of a Juvenile Community Corrections Officer. The audience was a mix of retired people wanting to be educated and younger people moving on to college and trying to figure out what they wanted to do for a career.

Corrections Commissioner Describes How Maine State Prison is Striving to Reduce Violence

By Stephen Betts, BDN Staff

WARREN, Maine — Inmate gangs that extort and intimidate other prisoners exist in every facility across the country, but Maine Department of Corrections Commissioner Joseph Ponte said steps have been taken to control such violence at the Maine State Prison. And more changes are on the horizon.

Ponte agreed to a nearly hour-long interview recently at the Maine State Prison to discuss issues concerning violence at the maximum-security complex, references to which were made during testimony last month in the attempted murder trial of inmate Franklin Higgins.

Ponte, who was hired as corrections commissioner in 2011, said he has been at prisons that are much more violent, including a 3,000-bed facility in Arizona that included many California inmates and a very strong gang presence. He said there were many beatings and serious injuries at the Arizona facility.

“Here, there is more frequency of assaults, fights than in other facilities of the same size, but the harm to individuals seems to be less,” Ponte said.

During the Higgins’ trial last month, several prisoners testified about a gang called the

Heavy Hitters that extorted money from other inmates, committed assaults and dictated which cells inmates could occupy.

Ponte said that those allegations were investigated by staff and that the issues raised during the Higgins trial focused on events that occurred nearly two years ago.

Higgins was acquitted of murder in connection with the beating death of fellow prisoner Lloyd Millet in May 2011. Higgins claimed self-defense, saying he was threatened and assaulted by Millett and other gang members within the prison. Oth-

er prisoners also recounted incidents of violence and intimidation by the gang of about a half-dozen prisoners that included Millett and Brad Chesnel.

Chesnel, who is serving a life sentence, remains at the state prison, but the department would not comment on whether he was still in the general population.

Those allegations were looked into, Ponte said, but often it is not easy to get enough evidence to take action.

“A lot of times, it’s difficult to link things back. We have

Continued next page

Reduce Violence continued

due process requirements. We can't just tap somebody on the shoulder and say, 'I think you're doing something wrong so I'm going to put you in seg [segregation] for the next three years,'" Ponte said.

Instead, the staff tries to filter through intelligence gathered from inmates to see what can be proved. He said prisoners also could be providing misinformation purposely because they have a grudge against someone or are trying to get rid of competition.

The leaders of a ring often-times will not get their hands directly involved in the wrongdoing, he added.

If the prison has reason to suspect a prisoner is running an extortion racket, administrators may limit where the prisoner can work, increase surveillance on that person, search his cell and check his telephone and money records. If an inmate is extorting others, he almost always will be getting paid in drugs or money, Ponte said.

There are some steps being taken to better handle investigations, the commissioner said.

Ponte said a change in a state law that took effect about a month ago allows the prison

to go back and review a prisoner's telephone calls within the past 30 days even if that inmate had not been suspected of illegal activity at the time of the telephone call.

All telephone calls have been and continue to be recorded, but unless that inmate was tagged, the prison previously could not go back and review a call once it had been concluded, he said.

The prison staff also needs to continually adjust to ways that prisoners will try to smuggle contraband into the facility, he said.

For instance, the commissioner said Suboxone strips have been hidden under the part of the envelope that seals. More recently, smaller strips of Suboxone have been hidden underneath multiple stamps posted on the envelopes that are sent to prisoners.

During court hearings in Knox County Superior Court, where prisoners are prosecuted for illegal activities within the prison, both the presiding judge and prosecutors have stated the threat of drug dealing within the facility.

"Drugs pose an extreme risk and an extreme danger in prison," Superior Court

Justice Jeffrey Hjelm said in early November as he sentenced a prisoner for drug trafficking.

Assistant Knox County District Attorney Christopher Fernald agreed.

"Drugs within a prison is like pouring gasoline on a fire," Fernald said at the November hearing. He said the price of drugs within the prison is ridiculously high and prisoners go into debt, which can lead to violence.

About eight months ago, an inner perimeter team was created to look for criminal behavior within the prison, Ponte said. He said similar teams have been used at prisons where he has worked in Massachusetts and Rhode Island.

This team is responsible for trying to prevent drugs coming into the prison and dealing with other possible criminal acts. He said if someone is caught with drugs, the team will go back and examine telephone calls for the past 30 days and also look at inmate money accounts to see where they have come from and where they have been going.

The Corrections Department also is purchasing equipment similar to what is used at airports to screen

people and packages coming into the prison. He said the scanning equipment for people will use less radiation than those in airports. All visitors and staff will be required to go through the scanner.

He hoped the scanning equipment would be installed and in use within a few months.

Similar equipment already has been purchased for use on prisoners, he said, but the department was still determining the best location for it.

For prisoners to be involved in criminal activity within the prison they must generally have a job that gives them greater access to the prison than regular inmates, Ponte said. These jobs include the laundry, kitchen and maintenance areas, where inmates are better able to move contraband or communications, he said.

The new equipment will allow for physical screening of inmates, the commissioner said.

One security issue that was highlighted during the Higgins trial, Ponte acknowledged, was the lack of cameras to record what is going on in certain parts of the

Continued next page

Reduce Violence continued

prison. He said there are too few cameras and that not all of them have recording capabilities.

The department is going out to bid to increase the number of cameras and seeking ones that record, Ponte said.

Ponte also discussed staff turnover and overtime problems within the prison and indicated that when he was hired his goals were to reduce both.

“We’ve achieved the reduction in overtime but we have not done well in the reduction of turnover,” the commissioner said.

He said the lack of pay raises for four years had contributed to the turnover problem, and the prospects of that changing anytime soon are not good since the state does not have the money.

The starting pay for a corrections officer is \$13.57 per hour. The maximum base pay is \$17.63 per hour. There are also pay differentials for employees working in the evening, overnight or on weekends. Those differentials range from 35 cents to 75 cents per hour.

It also is more difficult to recruit workers for the state prison than for the Maine Correctional Center in

Windham because the employment pool is smaller in the midcoast area and staff must travel greater distances.

But the prison is safe, even with the reduction in overtime, he maintained.

“We sat down with facility staff at each site. We had union people there, supervisors, and we went through every post to see what was needed,” Ponte said.

Overtime peaked in November 2010 at \$94,530 for a two-week period. The overtime costs have fallen generally to between \$20,000 and \$40,000 per pay periods in the past two years.

There are 175 corrections officers on the payroll and slightly more than 800 inmates at the Maine State Prison.

“I believe there is adequate staffing,” Ponte said.

One problem, however, is that some people miss work too frequently.

“It’s become a culture, I think an entitlement. They feel that ‘these are my days and I’m going to use them,’” Ponte said.

He said that in the private sector, a person uses an average of two to three sick days

a year. At the prison, however, the average number of sick days taken by employees is between 10 and 15 per year. Ponte said that even at other prisons where he has worked and where there is much more violence, there are fewer sick days used by staff.

That said, Ponte stressed, “This is a very dangerous, difficult job. The staff does a great job under difficult conditions. It’s not easy being an officer in a cellblock with 64 criminals.”

He cited an incident about six weeks ago in which two inmates stabbed another prisoner. He said a guard stepped between the victim and the two attackers and was able to handcuff the pair and disarm them on his own.

“Those are the situations that any staff member can be subject to in a second,” Ponte said.

He said better management can lead to the need for less overtime and staff.

He noted that when he arrived in the department, there were 64 inmates in a protective custody unit inside the state prison with others on a waiting list for that protection. He said that required more staff because a staff member had to be

with each prisoner whenever that person went somewhere within the prison.

The number of prisoners in protective custody since has been whittled down to between eight and 10 by doing a better job of determining why protective custody was requested and whether it was needed. He said some prisoners were in protective custody simply because they said some other prisoner had looked at them in the wrong way.

Also, protective custody prisoners are now housed at the Maine Correctional Center.

Ponte said simply adding more staff will not make the prison safer but that having the right number of officers and better identifying problem inmates are the keys to having the prison run as safely as possible.

This article originally appeared in the Bangor Daily News on April 25, 2013 and can be found at this link: <http://bangordailynews.com/2013/04/15/news/state/corrections-commissioner-describes-how-maine-state-prison-is-striving-to-reduce-violence/>

Redemption's Advocate

By Frank Bruni, *The New York Times*

Tom Clements, the executive director of the Colorado Department of Corrections, was killed in his home on March 19, 2013. Most Americans don't think or talk much about the way prisons in this country are funded or run. We want a vague, blanket assurance that our politicians and their appointees are being tough on crime. We pay attention to verdicts and to sentences but not to what happens afterward, to the experience that a convicted criminal has over the years before he or she most likely reenters society. We forget—or we simply don't bother to recognize—that the nature of this experience has an effect on whether the criminal breaks the law again. We want to feel safe, and yet we're utterly uneducated about, and inattentive to, a part of our criminal justice system that in fact has enormous bearing on our safety.

Tom Clements, who was the head of Colorado's prison system from the start of 2011 until his murder this week, made me realize that. A little over two months ago, on a reporting trip to Colorado, I happened to find myself seated a few feet from him at a dinner in Cañon City, about a two-hour drive from Denver. He happened

to mention what he did for a living. And for the next 30 minutes, over bad steak and worse salmon, I sought, and got, a lively tutorial. It was fascinating enough and he was engaging enough that I tucked his card into my pocket and made him prom-

reproduce them here. I wish I recalled it in more detail. Because what was clear to me from those 30 minutes, and from a few additional exchanges we had at the table as the night wore on, was that Clements knew his business, cared about it and

wasn't a glamour guy: unfashionable haircut, slightly shaggy moustache, a smile too genuinely easy and uncalculated to be that of a seasoned pol.

But he and others in his line of work deserve recognition, so I'd like to give him at least a measure of it here. It's too little too late, but it's something.

During my conversation with him, which I hadn't yet followed up on, we talked mostly about "administrative segregation," otherwise known as solitary confinement. It's used rampantly in prisons across the country, and according to Clements, it's used wantonly and unwisely, because it's an easy way to deal with prisoners who have caused trouble.

But there are downsides. It's expensive. And it's psychologically debilitating, which is worth caring about even if you feel that convicted criminals in prison deserve what punishment they get. In more than a few cases, Clements told me, prisoners being released are coming directly from months-long stints in solitary confinement, and they bear the mental and emotional scars of that.



Tom Clements, the executive director of the Colorado Department of Corrections, was killed in his home on March 19, 2013. Photo: Reuters

ise that we could talk again sometime. An approachable and affable man, he promised.

On Tuesday night, he was shot and killed by an unknown assailant as he answered the front door of his home in Monument, near Colorado Springs. He was 58.

I wish I'd taken notes during our conversation, so I could

was someone to whom we owed a debt of gratitude. He wanted us safe. And in the service of that, he worked in a byway of the government that a great many of us pay insufficient heed to.

Prison chief doesn't have the media currency of police commissioner. It's not a glamour job. And Clements, whose actual title was executive director of the Colorado Department of Corrections,

Continued next page

Redemption's Advocate continued

That's not some bleeding-heart assessment; that's a situation and concern described just a few weeks ago in a column by the conservative commentator George F. Will, who wrote:

"Isolation changes the way the brain works, often making individuals more impulsive, less able to control themselves. The mental pain of solitary confinement is crippling: Brain studies reveal durable impairments and abnormalities in individuals denied social interaction. Plainly put, prisoners often lose their minds."

I talked this morning to John Hickenlooper, the governor of Colorado and one of Clements's biggest fans, and he said that Clements was in the process of a "transformation within the culture of the entire prison system away from solitary confinement into actual preparation for reentry into society."

Hickenlooper said that Clements was also "focused on how to have these individuals in prison"—meaning all of them, not just those in solitary confinement—"ready to hold a job and not just go back to prison, so that it's not a revolving door."

To that end, Hickenlooper said, Clements promoted

initiatives large and small. At one penitentiary, female inmates are taught to train dogs, something that some of them go on to do professionally after they're released.

In fact, a puppy that the governor got for his son around Christmastime was sent away for two weeks of training in the prison, and then sent back for another two weeks when the first stretch didn't fully take. I met the pup, Sky, a mixed breed from a rescue shelter, between her two training sessions. Adorable as she was, she needed the latter, refresher course.

Since January 2011, when Clements assumed his post in Colorado, the state has closed two prisons, and there's another one that will likely be closed this year. That reduction partly reflects a desire to wrest control of spending, a challenge that the entire country faces right now. And what Clements talked about at dinner that night was the way in which a focus on rehabilitating prisoners—on trying to make sure that their time behind bars was more constructive than destructive—represented something of a twofer. It was morally right, he said, in that it exercised compassion and human decency. And it was fiscally prudent, because ex-convicts who don't

reoffend are ex-convicts who don't have to be housed anew, at considerable taxpayer expense, in the corrections system.

He felt great compassion for inmates, and a lifetime of working with them—as a parole office in Missouri, and later as the second-in-command of that state's prison system, and finally in Colorado—had if anything increased that, Hickenlooper told me.

"He oversaw one of the coldest, toughest worlds with the warmest and most tender of hearts," the governor said.

Clements was a member of the governor's cabinet, which has frequent meetings and retreats. "We had a retreat about a year ago, and we were discussing the death penalty, which is obviously going to come up," Hickenlooper said, referring to a looming case in the state. "And he spoke about it. He's a bear of a guy, a big, formidable person, and when it came time for him to talk, he gave the most eloquent, restrained argument against the death penalty."

"Everyone assumed he would be for it, because he works with the worst elements of society day in and day out," the governor continued, us-

ing the present tense. "Everyone was dumbstruck."

But Clements had done the math, and it was costing governments more to execute someone, what with all the legal buildup, than to incarcerate him or her. Clements had also noticed a randomness in who got killed and who didn't: the executed weren't the ones who'd committed the most heinous crimes. And then there were Clements's religious beliefs.

"He believed," Hickenlooper said, "that only God can decide to take a life."

Clements and I didn't talk about religion when I met him. But we did talk about redemption. Giving people a shot at that, he said, was what the prison system should do—and what he was dedicated to.

The following article appeared in the New York Times on March 21, 2013 and can be found at this link: <http://bruni.blogs.nytimes.com/>

A Notable Speech

Chief Scott Salley is head of corrections for the Collier County, Florida, Sheriff's Office. He presented this speech to the 130th basic recruit class of the Southwest Florida Criminal Justice Academy in Fort Myers.

Chief Scott Salley is head of corrections for the Collier County, Florida, Sheriff's Office. He presented this speech to the 130th basic recruit class of the Southwest Florida Criminal Justice Academy in Fort Myers.

I truly am humbled and honored to address the graduating 130th corrections basic recruitment class. Beginning tonight we will share a common bond, one that many of you in this room have earned—a bond that has allowed you to witness, observe, interact, and train and test for a dangerous profession. Your graduation tonight is more than a milestone in your career. It is an “open door” for many other possibilities. However, those same opportunities in your career are competitive and require an enormous amount of determination for fulfilling.

As some of the graduates anxiously wait for this ceremony to end, they have concerns about the future—questions

regarding job placement, career paths, numerous “what ifs” associated with corrections, and, finally, what tomorrow will bring. These all are valid concerns that these graduates struggle with at this time. All I can suggest to you is patience! Communities across the United States demand the availability of well-trained and honorable corrections officers in the near future.

Corrections is a noble profession. With that statement you must understand that some people will dislike you for what you represent. Do not take it personally. To survive in this volatile environment, I suggest each of you to remain in top shape—educationally, physically, and emotionally. With this same mentality, your philosophy should be tightly wrapped with a “blanket” of honesty and unrelenting integrity. While on duty do only those things that you would do in front of your mother.

There will be inmates who spend most of their time

planning how to destroy your intrinsic values. Do not fall for this type of unacceptable behavior. Ironically, you may be placed in a position

to protect these same inmates during their incarceration period. Understand clearly that our society expects a much higher standard of conduct from you because you now are the authority.

Courage and fairness represent predominant characteristics of a grounded corrections professional. You are expected to treat inmates—including their family members, legal counsel, visitors, and others—with fairness, respect, and dignity while you display courage in the performance of your sworn duty. As you prepare to graduate tonight, hopefully, each of you will recognize the fact that you have entered a profession that is stressful and capable of causing a hazardous lifestyle both on and off duty.

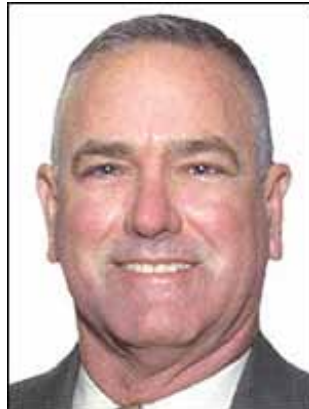
One of our universal objectives is to educate the general public that the correc-

tions profession is not just about “locking up people and throwing away the key.” Sooner or later inmates, detainees, and prisoners will be released into society. As a profession we should prepare these individuals for their eventual release from jail or prison. This approach is more than plausible. It has routinely been proven that newly released inmates with a workable plan for their infusion into our communities save significant tax dollars.

In summary the 130th class graduates seated on this stage are challenged to do the right thing for the right reasons, many times not in their best interest, but in the best interest in the community they have sworn to protect. Thank you for giving me the opportunity to speak at your graduation!

This article appeared in the FBI Law Enforcement Bulletin and can be found at this link:

<http://www.fbi.gov/stats-services/publications/law-enforcement-bulletin/2013/March/notable-speech>



Chief Scott Salley is head of corrections for the Collier County, Florida, Sheriff's Office.

Solitary confinement comes under new scrutiny

Courts, legislators look to rein in a practice they say causes behavioral problems but state prison officials call an essential tool

By Milton J. Valencia | Globe Staff May 07, 2013

The following is an excerpt from an article that appeared in the Boston Globe. The full article can be found at:

<http://www.bostonglobe.com/metro/2013/05/06/use-segregation-prisons-comes-under-new-scrutiny/6HtnI5l8i8MthcQf88wP2L/story.html>

“You need to look at how people are getting into segregation,” said Joseph Ponte, commissioner of the Maine Department of Corrections and a former superintendent at the prison in Walpole who has been acclaimed for reforms in his department.

For inmates who have no history of mental illness, the Maine department works to resolve behavioral problems by offering enhanced education, job training, or even anger management programs — any alternative to housing prisoners in a cell for 23 days with no outside communication.

“We try to see if we can develop an individual treatment for the prisoner,” Ponte said, acknowledging that, for years, “You’d have an inmate in segregation for 30 months, on a basic write-up.”

Employees’ Services Anniversaries

Facility Key:

CC-Community Corrections

CO-Central Office

CCF-Charleston Correctional Facility

DCF-Downeast Correctional Facility

LCYDC-Long Creek Youth Development Center

MCC-Maine Correctional Center

MSP-Maine State Prison

MVYDC-Mountain View Youth Development Center

SMRC-Southern Maine Re-Entry Center

5 Years

Dale R Tobey Jr.MSP

Charles A DeguistoMSP

Michael T KelleyMSP

10 Years

Marc A MontminyCC

Rebecca J Tarpinian LCYDC

Susan C Knight DCF

James S Grovo MCC/Pre-Release

Matthew A Day MCC/Pre-Release

15 Years

Todd W NightingaleMSP

20 Years

Richard A Pillin BCF

25 Years

Timothy P NicholsMVYDC/CCF

Kenneth J LindseyMSP

More than 25 Years

Ernest C Harrington (1966)MSP

Sharon L Boynton (1969) BCF

Stephen J Wood (1975)MSP

Bradley Miller (1975)MSP

Mae E Worcester (1976) BCF

John V Scheid (1978)MSP

Robin N Pinkham (1981) ..MVYDC/CCF

Thomas A Sands (1982)MVYDC/CCF

Gail B Allen (1982)MSP

Donald C Black (1982)MSP

Robyn L Egan (1982).... MCC/Pre-Release

Donna L Davis (1982)CC

Lisa K Nash (1983)CC

David A Richards (1983)....MVYDC/CCF

Ronald E Secord (1983)MSP

Steven J Onacki (1985)CC

Paryse Thibodeau (1985)MCC/Pre-Release

Lawrence S Fisher (1985) LCYDC

Dana E Little (1985)MSP

David J Edwards (1986)CC

Phat B Tran (1986)..... MCC/Pre-Release

Guy E Barter (1987) BCF

Douglas E Woodman (1987).....MSP

Francis R Cyr (1987).....CC

Maura S Douglass (1987).....CC

Brent W Elwell (1987) BCF



Waves of Change ~ Oceans of Possibility

2013 Adult and Juvenile Female Offenders 15th National Bi-Annual Conference

**October 6-10, 2013
Holiday Inn by the Bay
Portland, Maine**

**Hosted by the
Maine Department of Corrections
Sponsored by the
Association on Programs for Female Offenders**

The first AJFO conference was hosted in 1985 by the Minnesota Department of Corrections. Until then, no mechanism existed for training and networking for corrections professionals who worked specifically with female offenders. Because of gender and cultural needs of women and girls, many working in the field strongly believed that there needed to be an international and ongoing discourse regarding female offenders. A grassroots movement began to provide a forum for corrections professionals to come together every other year and share information and concerns regarding the needs, management and treatment of female offenders.

**For conference registration, sponsorship, and
presenter information: <http://ajfo.org/>**